**GBP/SBP/SCP Internships**

**Equal Opportunities Policy**

Employment Services welcomes participants from all sectors of the community, and is committed to adopting policies and procedures which will ensure that service users and potential service users of our central internship programmes are treated equally regardless of age, race, colour, nationality, ethnic or national origin, disability, gender, marital status, sexual orientation, political belief, or religion.

We are committed to ensuring impartiality and equality of opportunity in the delivery of its service. We will not discriminate unlawfully when selecting candidates for internships. Employment Services will ensure that each candidate is assessed only in accordance with the candidate's merits, qualification and ability to perform the relevant duties required by the particular vacancy, and against fair skills criteria. To support this, Employment Services operate a standardised application form and short listing procedure for internship positions.

Employment Services will challenge all forms of unlawful direct and indirect discrimination and encourage and support employers to monitor and review their recruitment, selection and training procedures to ensure equal access to opportunities. It is our policy to refuse to work with any employer who does not operate a fair and equal approach to recruitment, selection and training of staff in line with current legislation. In addition, Employment Services expects employers to respect the rights of the individual to enjoy a workplace free from prejudice, harassment and discrimination.